

Applicant Review Committee Meeting Minutes

September 24, 2025

The Applicant Review Committee of the Board on Public Safety Standards and Training held a regular meeting on September 24, 2025, at the Oregon Public Safety Academy in Salem, Oregon. Marie Atwood called the meeting to order at 11:14 a.m.

Committee Members:

Mark Boren, Public Member, Corrections Policy Committee
Ronda Griffin, APCO-NENA, Telecommunications Policy Committee
Kevin Dresser, Non-Management Law Enforcement, Police Policy Committee
Rob Wood, Public Member, Police Policy Committee

Committee Members Absent:

Mike Fletcher, Chair, APCO-NENA, Telecommunications Policy Committee
John Frost, DOC, Corrections Policy Committee

Guests:

Juan Rios

DPSST Staff:

Marie Atwood, Professional Standards Division Director
Ben Hamilton, Standards and Certification Program Manager
Jennifer Howald, Administrative Rules Coordinator
Cindy Park, Professional Standards Compliance Coordinator
Melissa Lang Bacho, Professional Standards Compliance Coordinator
Erica Riddell, Criminal Justice Support Specialist
Juan Lopez-Hernandez, Executive Support Specialist



1. Introductions

Introductions of members, guests and staff.

2. Approve July 23, 2025 Meeting Minutes

A consensus was reached to approve the July 23, 2025 meeting minutes as written.

3. Rios, Juan (66172) Application Review: Corrections

Presented by Cindy Park, Professional Standards Compliance Coordinator

Reason for Discretionary Review

The DPSST received an Application for Training (F5) and a Criminal History Reporting Form (F28) for Juan Rios, where he disclosed previous criminal dispositions. On November 19, 2015, Rios pled guilty to *Driving Under the Influence of Intoxicants (DUII)* and entered a *DUII* Diversion Program. On December 17, 2015, Rios pled no contest to the offense of *Reckless Driving*, a Misdemeanor. Both charges were from an incident on October 21, 2015, in Salem, Oregon.

On May 30, 2018, Rios entered a “Friendship Agreement” deferral program in the Thurston County, Washington Superior Court for the offenses of *Assault in the Third Degree*, a Class C Felony, *Resisting Arrest*, a Misdemeanor, and *Malicious Mischief in the Third Degree*, a Gross Misdemeanor.

Juan Rios provided verbal mitigation for committee consideration.

<i>Applicant Review Committee Discussion/Consensus/Vote</i>	<i>Second</i>	<i>Vote</i>	<i>Outcome</i>
A consensus was reached to adopt the record.			
<p>The Applicant Review Committee found the following moral fitness violations and factors:</p> <p><i>Moral Fitness Violations:</i></p> <ul style="list-style-type: none"> • Dishonesty: The committee did not identify elements of dishonesty. • Gross Misconduct: <ul style="list-style-type: none"> ○ Rios violated the Board's pre-employment moral fitness standard for Gross Misconduct when he chose to drive a motor vehicle on a public roadway while under the influence of alcohol and wrecked his car by hitting an electrical box and a fire hydrant, causing damage to property and putting himself and others at risk of harm. ○ Rios violated the Board’s pre-employment moral fitness standard for Gross Misconduct when he engaged in reckless conduct that caused damage to the lobby of a hotel, and while resisting arrest, caused harm to a police officer by straining his wrist. <p><i>Aggravating Factors:</i></p> <ul style="list-style-type: none"> • The incident at Great Wolf Lodge with the level of intoxication and his behavior. • Both incidents were alcohol related. • Rios’ behavior during both interactions with law enforcement is concerning. • Rios’ behavior led to him being tased and hog-tied to protect himself, others, and the patrol vehicle. • Behavior at Great Wolf Lodge, urinating in public view of children and families. • The amount of force required by the police to detain Rios. <p><i>Mitigating Factors:</i></p> <ul style="list-style-type: none"> • Rios has taken full responsibility for his actions. • Letters of support provided that were written after the incidents. • Rios has been employed by the Oregon Department of Corrections, which is aware of the previous criminal dispositions. 			

<ul style="list-style-type: none"> • Rios came in person today, and appeared sincere in his verbal mitigation regarding positive changes he has made and wanting to be a good influence on his daughter. • The time that has passed since the incidents. • Rios was not employed in a certifiable position at the time of the conduct. 			
A consensus was reached to confirm the identified aggravating and mitigating factors.			
Rob Wood moved, that the committee affirm the moral fitness violations and categories as presented in the staff memo.	Kevin Dresser	4 ayes; 0 nays	Motion Passed Unanimously
Mark Boren moved, after considering the identified violations of the Board's pre-employment moral fitness standards and weighing the aggravating and mitigating circumstances unique to this case, that no action should be taken against Rios's application for training and subsequent certification.	Ronda Griffin	2 ayes; 2 nays	Motion Failed
Rob Wood moved, after considering the identified violations of the Board's pre-employment moral fitness standards and weighing the aggravating and mitigating circumstances unique to this case, that action should be taken against Rios's application for training and subsequent certification.	Kevin Dresser	2 ayes; 2 nays	Motion Failed

Because both motions failed and a majority vote could not be made, this case has been moved to the October 22, 2025, meeting for further deliberation.

4. Inquiry Closure – Information Only

Presented by Cindy Park, Professional Standards Compliance Coordinator

DPSST presented the list of applicants for public safety training/certification who had engaged in pre-employment criminal conduct that was determined to not require committee review. This information was presented as information only and required no action by the committee.

5. Next Applicant Review Committee Meeting: October 22, 2025 at 11:00 a.m.

Administrative Notes:

These minutes reflect the order of the discussion/voting items as they appear on the official meeting agenda. The actual order in which they were discussed may vary.

All documents reviewed and discussed in this meeting are subject to Oregon Public Records Law (ORS 192.410 to ORS 192.505). These documents can be requested by contacting DPSST at dpsst.records@dpsst.oregon.gov.